



CLOSING OF JOB ANNOUNCEMENT

Tuesday, October 14, 2025

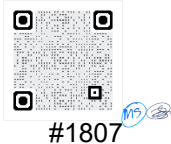
The following job announcement is amended to close on:

POSITION TITLE				ANNOUNCEMENT NUMBER	
SENIOR ENGINEER TO (KPP - PROJECT ENGINEER)				24-073	
SALARY				APPLICATIONS WILL BE ACCEPTED FOR THE PERIOD:	
MINIMUM:	N2-A	\$45.65	PER HOUR	DATE OPEN:	OCTOBER 24, 2024
		\$94,961.00	PER ANNUM		
MAXIMUM:	N3-A	\$47.51	PER HOUR	DATE CLOSED:	OCTOBER 28, 2025
		\$98,817.00	PER ANNUM		

For more information, call the Human Resources Office at (671)300-6076/6852/6899 or visit our website at www.guamwaterworks.org.


Thomas FA Cruz, P.E.
ACTING GENERAL MANAGER

“WE ARE AN EQUAL OPPORTUNITY EMPLOYER”



GUAM WATERWORKS AUTHORITY
ATURIDÁT KINALAMTEN HÀNOM GUÁHAN
PERSONNEL SERVICES DIVISION
Gloria B. Nelson Public Service Building | 688 Route 15 Mangilao, Guam 96913
P.O. Box 3010 Hagåtña, Guam 96932

JOB ANNOUNCEMENT
(IN-HOUSE)
KNOW PROMOTIONAL POTENTIAL (KPP)

TO ESTABLISH A LIST FOR THE POSITION OF:

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MAXIMUM:	N3-A	\$47.51	PER HOUR	DATE CLOSED:	CONTINUOUS
		\$98,817.00	PER ANNUM		

KNOW PROMOTIONAL POTENTIAL:

This position is a career promotion opportunity to the Project Engineer level.

WHO CAN APPLY:

Only permanent, government of Guam employees from the **Guam Waterworks Authority (GWA)** can apply. The General Manager has identified this position as a career development opportunity for **GWA** employees pursuant to rule 4.A.1.1.(a) of Public Law 28-159.

HOW AND WHERE TO APPLY:

Submit GWA Employment Applications to the GWA Personnel Services Division – Human Resources Office, #205 (2nd Floor) in the Gloria B. Nelson Public Service Building between 8:00 am - 5:00 pm, Monday through Friday. Applicants are encouraged to submit electronically to hrjobs@guamwaterworks.org. **All applications received via electronic mail or fax, must be submitted by 11:59 pm (Guam time) on the closing date of the job announcement.** For more information, call the Human Resources Office at (671)300-6076/6852/6899 or visit our website at www.guamwaterworks.org.

MINIMUM EXPERIENCE AND TRAINING:

- A. Master's Degree in engineering from an accredited college or university and three (3) years of wastewater or water experience or municipal Capital Improvement experience; **or**
- B. Bachelor's Degree in engineering from an accredited college or university and four (4) years of wastewater or water experience or municipal Capital Improvement experience.

LICENSES, CERTIFICATES, AND SPECIAL REQUIREMENTS:

Possession of a valid driver's license. Possession of an Engineer-in-Training (EIT) Certificate by a respective board or authority recognized by the Guam Board of Registration for Professional Engineers, Architects, and Land Surveyors (PEALS) or US nationally recognized board.

NATURE OF WORK IN THIS CLASS:

Under the general supervision of a Professional Engineer, employees in this class perform a variety of moderately complex engineering work in the planning, design, construction, and operation of Guam Waterworks Authority (GWA) water/wastewater facilities, including water storage, water and wastewater treatment, and related infrastructure improvement, maintenance, and construction projects. The employee independently evaluates, selects, and applies standard and/or complex engineering techniques, procedures, and criteria, using judgment in making adaptations and modifications to engineering projects.

ILLUSTRATIVE EXAMPLES OF WORK:

(These examples do not list all the duties which may be assigned; any one position may not include all the duties listed.)

Performs a variety of professional-level engineering work in the research, planning, design, and construction of capital infrastructure improvement and maintenance projects. Completes a variety of engineering calculations and analyses including, but not limited to, hydraulics, pump and equipment capacities, equipment and system controls, and related matters in support of projects and technical studies. Prepares preliminary engineering designs for presentation to groups involved in the project; prepares specifications and cost estimates, sketches or project options, and results of research requirements; prepares final designs for capital improvement projects. Prepares preliminary contract documents, specifications, and plans; Conducts field inspections of work done by contractors to ensure compliance with plans and specifications; Drafts and recommends approval of contract change orders. Prepares, reviews, and

SENIOR ENGINEER (KPP) TO PROJECT ENGINEER – (24-073)

maintains design drawings, schematics, diagrams, charts, databases plants, and permits under the supervision of a professional engineer. Prepares and reviews cost estimates and tracks expenditures; prepares cost estimates and engineering and feasibility reports and studies for projects. Performs duties related to drafting, computing, and checking of field operations as related to the layout and construction of projects. Assists in identifying, evaluating, and providing improvement recommendations with preliminary and final designs and design criteria for assigned programs and/or projects. Leads, as necessary, activities of a design team in the preparation of preliminary and long-range plans, schedules, estimates, budgets, detailed final plans, specifications, special conditions, and agreements. Assist planning, design, and construction management of projects to construct, enlarge, and modify water and wastewater facilities. Reviews and processes necessary permits, right-of-way agreements, and other documents related to the use of GWA property or right-of-way, or other government lands and right-of-way that are GWA's responsibility. Participates in engineering studies and prepares technical documents including, but not limited to, feasibility studies, preliminary and final design, environmental conditions, pipe and pump capacities, water supply assessment, strategic and master plans, and related materials. Conduct site investigations to assess system deficiencies and/or site conditions; collect, reduce, compile and analyze field and test data; develop scope of work for performance improvement projects. Prepare project cost estimates for the project manager. Research technical specifications for material and equipment purchases. Participate in bidding and contract activities. Coordinates and performs engineering-related / Computer-Aided Design (CAD) and Geographic Information Systems (GIS) functions. Provide presentations to management, government entities, the Consolidated Commissioners on Utilities, and customers. Perform other duties as assigned or required.

MINIMUM KNOWLEDGE, ABILITIES, AND SKILLS:

Knowledge of one or more of the following disciplines: Civil, Environmental, Structural, Architectural, Mechanical, and/or Electrical engineering terminology and techniques, principles and practices. Knowledge of fundamental scientific and engineering concepts, phenomena, and relationships for use in solving theoretical or practical engineering. Knowledge of engineering designs, construction and maintenance principles and practices of engineering science and technology. Knowledge of modern methods, materials, and techniques used in the construction of water and wastewater systems and facilities. Knowledge of phases of the plan reviews and inspections process. Knowledge of basic surveying, drafting, computer-aided design techniques and technology; current developments and literature, and sources of information regarding engineering. Knowledge of computer software applications including word processing, spreadsheets, graphics, and databases. Knowledge of U.S. Environmental Protective Agency (USEPA) and Guam Environmental Protective Agency (GEPA) Drinking Water and Clean Water (Wastewater) Regulations. Knowledge of National Pollutant Discharge Elimination System (NPDES) permit program rules and regulations. Knowledge of Guam Waterworks Authority (GWA) rules and regulations, and other operational guidelines and directives. Knowledge of English usage, spelling, punctuation, and grammar; modern office procedures, methods. Knowledge of computer equipment; principles and practices of work safety. Knowledge of advanced mathematical techniques such as trigonometry, calculus, and coordinate geometry. Ability to prepare presentations to management, government entities, the Consolidated Commissioners on Utilities, and customers. Ability to perform complex engineering computations, calculus, geometry, and trigonometry rapidly and accurately. Ability to use and care for engineering and surveying instruments and computer equipment. Ability to prepare accurate cost estimates and recommendations. Ability to analyze and prepare technical reports. Ability to use a computer, calculator, telephone, and photocopy machine. Ability to communicate clearly and concisely, both orally and in writing.

PROHIBITION:

Pursuant to Public Law No. 28-98: “No person convicted of a sex offense under the provisions of Chapter 25 of Title 9 GCA, or an offense as defined in Article 2 of Chapter 28, Title 9 GCA in Guam, or an offense in any jurisdiction which includes, at a minimum, all of the elements of said offenses, or who is listed on the Sex Offender Registry shall work in any agency or instrumentality of the Government of Guam”.

WORK ELIGIBILITY:

Public Law 99-603 (8 USC Section 1324A) requires the Government of Guam to verify the identity and work eligibility of all newly hired employees. All new employees shall be required to provide proof of identity and work eligibility to work in the United States. The Government of Guam is required to comply with this law on a non-discriminatory basis. If you are hired to fill a position in the Government of Guam, you will be required to present valid documents that will establish your identity and work eligibility.

DOCUMENTATION REQUIREMENTS:

Applicants claiming educational accomplishments are required to submit official or verified copies of transcripts or diplomas. The diploma, degree, or credits required must come from an educational institution that is accredited or recognized by either its government or a government-recognized accrediting agency.

EDUCATION:

Pursuant to Public Law 29-113, Section 3 Subsection (c) of §4101, Article 1, Chapter 4 of Title 4, Guam Code Annotated, is hereby repealed and reenacted to read: “(c) All new employment in the service of the government of Guam *shall* have, as a reasonable measure of job performance, minimum requirement of high school diploma or a successful completion of General Education Development (GED) test or any equivalent education high school program, apprenticeship program or successful completion of a certification program, from a recognized, accredited or certified vocational-technical institution, in the specialized field required for the job.” Applicants claiming degrees or credit hours are required to provide a copy of their college transcript. All new employees (meaning not a current government of Guam employee, to include re-employment/re-appointment eligibles), shall be required to have a high school diploma or equivalent as allowed by Public Law 29-113 when applying for a position.

SENIOR ENGINEER (KPP) TO PROJECT ENGINEER – (24-073)

DRUG SCREENING:

Applicants conditionally selected for this position shall undergo and pass a urinary screen for illicit/illegal drugs pursuant to GWA’s Drug and Alcohol-Free Workplace Policy (DAFWP) prior to receiving a Final Offer of Employment. Applicants who violate the requirements of the DAFWP or refuse to take the mandatory drug test will be disqualified and any offer of employment will be rescinded.

EMPLOYMENT MEDICAL EXAMINATION:

All applicants accepting employment must undergo a medical examination and be declared by the physician as capable of performing the essential duties of the position being hired for.

PREFERENCE POINTS:

Applicants claiming veteran’s preference are required to provide a copy of their DD-214, Member 4 Form. Applicant’s claiming a disabled veterans are required to provide a copy of a letter from the U.S. Veterans Administration.

ELIGIBLE RATING:

After receiving an eligible rating, your chances for an interview depend on (1) the number of available vacancies; (2) whether your rating score is high enough to be certified (see CERTIFICATION FOR INTERVIEW); (3) whether or not a registered Enhanced Placement Program (EEP) eligible, Priority Placement Program (PPP) eligible, or a Bonafide preferential hire is on the same eligibility list as you. For these reasons we cannot give definite information about how soon you might be contacted for an interview.

INTERVIEWING PROCEDURES:

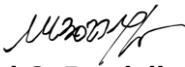
A personal interview or interview by telephone (if off-island) will be held by the appointing authority or his designee for all eligibles referred via certification.

EXPIRATION OF ELIGIBLE RATING:

Your eligible rating score expires after one (1) year your score is established, which is indicated on your Notice of Rating. If you applied under a continuous job announcement and the job announcement has yet to close, you may update your rating score by submitting a new employment application form. For closed job announcements, you may update your rating by reapplying and repeating the application process when the position is re-announced. If your rating score expires under a closed job announcement, you can only be eligible again by reapplying and repeating the application process when the position is re-announced. In general, though, you are encouraged to apply for any and all job announcements that you feel you qualify for, and are eligible to apply for. (Please note, that depending upon the needs of a particular department, positions may be announced with Selective Certifications, aka Selective Factors (SF) requirements which may affect your eligibility for a position, under a particular job announcement).

CERTIFICATION FOR INTERVIEW:

For each vacancy, the top eight (8) applicants with the highest scores are scheduled for interviews (ten applicants for the laborer and custodial vacancies.) However, in the event of tie scores with the eighth eligible, all eligibles with the same score as the eighth eligible will be referred. When your name is reached, you will be notified by mail and/or telephone, and/or email to report for an interview. You may or may not be selected as a result of the interview. If you are not selected, your name will be placed back on the eligible list for consideration in filling future vacancies until your score expires.


Miguel C. Bordallo, P.E.
GENERAL MANAGER 

“WE ARE AN EQUAL OPPORTUNITY EMPLOYER”



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